

# Annual Review and Financial Statements 2024 - 2025



"Nothing can dim  
the light that  
shines from  
within."  
*Maya Angelou*



Registered Charity No. 1069373  
Registered Company No. 03530898

Serving across North Northamptonshire

# Our people

These are the people who strategically and operationally steered Kettering Minds work this year – and inspired others not listed here, to keep pushing for better mental health.

## Our People

### Trustees

Mr Christopher Davison - Chair  
 Mr Jonathon Smith – Vice Chair  
 Dr Andrew Stephen - Treasurer  
 Mr Philip Douglas  
 Dr Derek Lee (Resigned 25<sup>th</sup> July 2024)  
 Mrs Barbara Moloney  
 Ms Keli Watts  
 Mr Robert Kew (Resigned 27<sup>th</sup> June 2024)  
 Mrs Lesley Thurland  
 Mr Richard Elliott  
 Mr Martin Moloney

### Company Secretary

Mr Philip Douglas (Until 27<sup>th</sup> February 2025)

### Senior Management

Jo Pettitt – Chief Executive Officer (CEO)

Kirsty Woods – Financial Manager / Deputy CEO

### Company Secretary

Kirsty Woods (from 27<sup>th</sup> February 2025)

### Registered Office

49 – 51 Russell Street  
 Kettering  
 Northamptonshire  
 NN16 0EN

### Registered Company number

03530898

### Registered Charity number

1069373

## Professional Services

### Auditor

Azets Audit Services  
 Thorpe House  
 93 Headlands, Kettering  
 Northamptonshire NN15 6BL

### Bankers

Virgin Money  
 7 Gold Street  
 Northampton NN1 1EN

### Solicitors

Wilson Browne  
 Kettering Parkway South  
 Kettering Venture Park, Kettering  
 Northamptonshire NN15 6WN

### Investment Management Services

Quilter Cheviot  
 One Kingsway  
 London,  
 WC2B 6AN

## Foreword to Annual Report and Accounts

On behalf of the Board of Trustees, I am pleased to introduce the Annual Report and Accounts for Kettering Mind for 2024/25.

As well as containing our financial statements, you will also find further information of all the activities we undertake across our three main work streams:

- Supported Accommodation;
- Community and Home Support (*across North Northamptonshire*); and
- Resource Centre

Here you will find details of the depth and breadth of services we provide and the impact we are making on people's lives and the community we serve.

Partnerships and collaboration - both formal and informal - are important to us including our Crisis Café services run jointly with Northamptonshire Healthcare NHS Foundation Trust (NHFT) together with our Mental Health Navigators (Crisis Pathway) service also run in partnership with NHFT.

We play a full and active role in the Northamptonshire Integrated Care System (ICS). Managers and staff attend meetings of the Local Area Partnerships (LAPs) as well as the Mental Health Northamptonshire Collaboration (MHNC). We are also represented and attend meetings of the North Northants VCSE ICS Engagement Group.

We recognise that changes are being proposed concerning the future arrangements for Integrated Care Boards (ICBs) with a move to a wider ICB 'cluster' model for the East Midlands which will see a reduction from five ICBs to two/three clusters:

- Leicester, Leicestershire and Rutland (LLR) and Northamptonshire;
- Derbyshire and Nottinghamshire; and
- Lincolnshire - now looking to cluster with Derbyshire and Nottinghamshire

Whilst we do not anticipate seeing any changes at a local level in the short to medium term, we do need to recognise the cost pressures and direction of travel with the health and care system at a regional level and the potential impact it could have on NHS commissioning arrangements for mental health services.

We do believe, however, that the move to 'Neighbourhood and Place-based Partnerships' represents an opportunity for us strategically, as will the focus on prevention in the NHS 10-Year Plan announced by the Government earlier this year.

Further details of our achievements during 2024/25 can be found on pages 27 and 28 of our Annual Report and Accounts including the significant progress made with our Digital Strategy and the roll-out of our Customer Relationship Management (CRM) IT System which resulted in all services successfully transitioning by March 2025.

*Foreword continued.....*

One of the ‘Improvement Recommendations’ coming out of the previous Mind Quality Mark Accreditation Visit in 2023 was to develop a realistic plan for selecting and implementing a CRM System, and I am pleased to report that this has now been fully implemented.

As we look back on the previous year, we also look forward to the year ahead.

There are three key priorities we will be focussing on:

1. Pennels Two

As I referred to in my foreword in last year's Annual Report, in February 2024 planning permission was granted for five dedicated flats to be built at 175a Beatrice Road in a project known as ‘Pennels Two’. Throughout 2024/25, a Project Team met regularly to oversee the planning, design and proposed construction of these new facilities.

In February 2025, we were successful in securing a loan from the Charity Bank that enabled us to move forward with the build and am pleased to report that in June 2025, we signed off the Joint Contracts Tribunal (JCT) Contract for the Pennels Two Project with the successful contractor following a comprehensive tender exercise.

Throughout this process, and included within the tender documentation, we made clear that Tender Evaluation Criteria and a Scoring Matrix would be used to support our decision making and any submissions would need to address all criteria comprehensively to enable a full and fair evaluation.

Potential contractors were aware that we were looking at a range of criteria not just cost including:

- Total Tender Price;
- Programme and Timeframes;
- Quality and Experience;
- Social Value and Community Considerations; and
- Financial Stability and Business Standing.

Following a thorough Tender Evaluation Panel exercise, which included one of our Tenants as a Tenant representative, we were pleased to award the contract to Colam Ltd. Work started on site in July 2025 with a planned completion in March 2026.

This important development adds to our housing portfolio and supports our strategic ambition of becoming a Registered Provider of Social Housing. We would like to take this opportunity to thank our Architects, at HY Building Design, for all their help and expertise throughout this process.



*Foreword continued.....*

## 2. Registered Provider of Social Housing

Kettering Mind has a strategic ambition of becoming a 'Registered Provider of Social Housing' and I am pleased to report that, in August 2024, the Regulator of Social Housing approved our preliminary application.

Further focussed work will be undertaken with the regulator during 2025/26 by the Management Team and Trustees on the necessary governance to support the completion of a full application. Our thanks go to our CEO, Finance Manager/Deputy CEO and Chair of our Housing Sub-Committee for all the time and effort they have invested in our registered provider application.

## 3. Mind Quality Mark (MQM)

In May 2023, we were delighted to be awarded the Mind Quality Mark (MQM) following an accreditation visit earlier in the year. MQM is both a framework of good practice and a quality assurance tool, and covers:

- Leadership and Governance;
- Finance and Policies;
- Services and People; and
- Influence and Engagement.

Within these four areas are standards and indicators which provide the infrastructure for all organisations within the Mind Federation to be well governed, financially sustainable and able to thrive in our local communities.

A further accreditation visit is anticipated in 2026/27 and one of our priorities this year is to prepare for the visit by reviewing our compliance with the existing standards together with the changes made to the MQM Review Process for 2025 – 28. We will complete a Self-Assessment to benchmark ourselves against the standards outlined.

On pages 50 –53 you will find details of our financial performance for 2024/25 including our Statement of Financial Activities, our Balance Sheet and the Statement of Cash Flows. Through positive financial stewardship over many years, the Charity is in a strong position financially.

Like many other charities we needed to manage in our financial forecasting and planning, the impact of the increased employer National Insurance rate from April 2025 together with the increase in the UK National Living Wage also from April 2025 which were both announced by the Government in the Autumn 2024 Budget. Despite these financial pressures, I am pleased to report that we were able to award our staff a pay increase of 2.5% from April 2025 in acknowledgment of their hard work and contribution to the Charity.

We are also planning to utilise a significant amount of our reserves to fund the construction costs of Pennels Two which I referred to earlier in my foreword together

*Foreword continued.....*

with utilising the loan from the Charity Bank; the final costs of which are projected to be £1.1m.

I would like to take this opportunity of thanking all those people who have either donated or raised funds for us during 2024/25. Kettering Mind is registered with the Fundraising Regulator, and we are fully compliant with the Code of Fundraising Practice. Further details of our Fundraising activities whether that be through, public fundraising, events or our 'Community Partnership Agreements' can be found on pages 30/31 of our Annual Report and Accounts. All at Kettering Mind are hugely grateful to all individuals, community groups or organisations who either donate or fundraise to support the work we do.

At Kettering Mind, we recognise that we are a community within a community and take our commitment to climate change and environmental considerations seriously. We have an Environmental Strategy in place and an Action Plan monitored by our Environmental Group. We have also established a staff led Green Champions Group to ensure that wherever possible we 'recycle, reduce or reuse'. Green issues are discussed actively across all the organisations forums and meetings. The design of our Pennells Two development will also incorporate the latest eco-friendly energy systems and sustainable design solutions. We are pleased to have secured a 'Green Energy Grant' to support these developments.

Thank you for taking the time to read through our Annual Report and Accounts. At our heart we are a membership organisation and as reflected in our Governing document and actively include our members, service users and tenants in our service provision. On behalf of the Board of Trustees, I would like to take this opportunity of thanking all members of staff, and to our volunteers, for their continuing provision of compassionate and professional support to our service users and tenants. I know our hardworking Management Team and dedicated staff continue to strive for improvements in the services we deliver.

Together with my colleague Trustees, we are custodians and stewards of Kettering Mind and would like to thank them for the time, energy and enthusiasm they bring to their roles.

I would also like to thank the Trustees for all they contribute to the life and work of Kettering Mind and to the good governance of the charity.

**Chris Davison FIHSCM, DipHSM, CertHMS.**

**Chair, Board of Trustees, Kettering Mind**

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# Trustees' Report (including Directors' Report)

The Trustees present their report and financial statements for the year ended 31 March 2025

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's Memorandum and Articles of Association, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1<sup>st</sup> January 2019).

## Objectives and Activities

### Kettering Mind's objects

To promote the wellbeing and preservation of good mental health and to assist in relieving and rehabilitating persons suffering from mental disorder or conditions of emotional or mental distress requiring advice or treatment.

To provide and manage housing either furnished or unfurnished, including social housing for poor people or for the relief of those in need by reason of age, ill-health, disability or financial hardship, for the benefit of the community. Any other exclusively charitable object that can be carried out from time to time by a charity registered as a provider of social housing with the regulator.

#### **Our Vision:**

We won't give up until everyone experiencing a mental health problem gets both support and respect

#### **Our Mission:**

We provide advice and support to empower anyone experiencing a mental health problem.

We campaign to improve services, raise awareness and promote understanding and positive living conditions



*Trustees' Report (including Directors' Report) (continued)*

## Our Goals

### **Staying well:**

Support people likely to develop mental health problems, to stay well.

### **Empowering choice:**

Empower people who experience a mental health problem to make informed choices about how they live and recover.

### **Improving services and support:**

Ensure people get the right services and support at the right time to help their recovery and enable them to live with their mental health

### **Enabling social participation:**

Open the doors to people with experience of mental health problems participating fully in society.

### **Removing inequality of opportunity:**

Gain equality of treatment for people who experience both mental health and other forms of discrimination.

### **Organisational excellence:**

Make the most of our assets by building a culture of excellence.

## Our Values

**Open:** We reach out to anyone who needs us

**Together.** We're stronger in partnerships

**Responsive:** We listen, we act

**Independent:** We speak out fearlessly

**Unstoppable:** We never give up

*Trustees' Report (including Directors' Report) (continued)*

**We are Mind. Open, experienced, unstoppable, together.**

**We connect minds. We support minds. We change minds.**

**We're here to fight for mental health.**

**For support. For respect. For you.**

## Purpose and aims

### **Kettering Mind's purposes and aims are to:-**

- Benefit the public by promoting mental health and wellbeing;
- Support people who experience mental health difficulties;
- Promote recovery and enhance the quality of people's lives;
- Promote the right to good safe accommodation;
- Promote the right to timely and appropriate support.

All our charitable services focus on prevention, wellbeing and recovery, and a belief that everyone should have equality of opportunity, to actively participate in society. Personalisation shapes how services are planned, co-produced and delivered.

We work to ensure that:

- Robust policies and procedures are in place, underpinning safe services for all
- Safeguarding is a core priority when we deliver services
- Cyber security and record keeping protects individuals details in line with the General Data Protection Regulation (GDPR)

## Public benefit

Trustees have had due regard to the Charity Commission's public benefit guidance, and have taken it into account when making decisions to which the guidance is relevant

Public benefit is addressed throughout the trustees' annual report

*Trustees' Report (including Directors' Report) (continued)*

## Activities, Projects and Services

### Supported Housing

Everyone deserves a safe, secure and affordable place to call home. Kettering Mind is committed to providing safe, high-quality homes for people with mental health problems. Knowing our tenants is key to having the biggest impact on improving satisfaction levels.

During 2024-2025 we delivered:

**3 Tenant Newsletters**

And facilitated:

**60 House Meetings**

(Within the houses)

**4 Tenant Forums**

(At Kettering Mind)

**10 Tenant Socials**

### Tenant Socials Update

Tenant socials have been well attended throughout the year, with tenants actively involved in planning the activities they'd like to participate in. These events have fostered a strong sense of community and engagement. Activities have included:

• Discos	• Bowling	• Crazy golf
• Snooker	• Picnics	• Meals out
• Trips to Wicksteed Park and Hunstanton		

These varied events have provided opportunities for social interaction, recreation, and wellbeing, contributing positively to tenant satisfaction and community spirit.

### The Housing Sub-Committee (HSC)

The HSC is a sub-group of Kettering Minds Board of Trustees. It is formed to oversee and guide the management and development of the Charity's housing stock and to monitor the standards of care provided to the tenants of owned, leased and managed residential properties. Tenant representation was present 5 out of the 6 meetings and at one meeting asked for communication to be improved around work and repair tasks. This has resulted in all tenants now receiving an individual memo with the information in advance of works

The table below shows the number of tenants each project can accommodate if at full capacity.

		<b>No. of tenants</b>	<b>Property owner</b>	<b>Landlords</b>	<b>Support providers</b>
•	Avondale Flats	6	bpha	bpha	Kettering Mind
•	Clarkson House	4	Kettering Mind	Kettering Mind	Kettering Mind
•	Highfield Flats	4	NNC	Kettering Mind	Kettering Mind
•	Warkton House	3	NNC	Kettering Mind	Kettering Mind
•	Pennels (Rehabilitation)	7	Kettering Mind	Kettering Mind	Kettering Mind

*Trustees' Report (including Directors' Report) (continued)***Pennels - Rehabilitation**

Pennels rehabilitation service has been operating for 10 years. It opened officially in May 2015 after undergoing extensive refurbishment. Pennels was is a licenced HMO (House of Multiple Occupancy) and the licence is renewable via NNC application every 5 years, (next renewable January 2029).

Pennels rehabilitation service was set up to help individuals recover from the difficulties of longer-term mental illnesses / mental health problems. Support packages up to 18 months, enable intensive rehabilitation plans, co-produced with the tenants to identify, plan for and regain skills to live as independently as possible. The difficulties with living with a longer-term mental health problem can mean that individuals need support to adjust and recover, while accepting that they may still have serious difficulties which may need continuing help and support, once they feel ready to move on.

Since opening in 2015, we have helped 39 tenants through Pennels rehabilitation. During 2024-2025, 8 individuals benefited from living here, and the occupancy rate was 99.2% (2023-2024 87%, 2022-2023 64%, 2021-2022 72%)

**Tenant satisfaction**

In October 2024 we conducted the annual satisfaction survey based on the Tenant Satisfaction Measures that the Regulator of Social Housing Introduced in April 2023. It covers important areas like repairs, complaints and how well tenants are kept informed about things that matter to them. 88% of questionnaires were completed and returned (2023 - 2024 83%). At the Forum in the same month the results were published and shared. These are a few of the results:

**95%**

- 95% of respondents agreed with the statement 'Kettering Mind treats me fairly and with respect' (2023 - 2024 95%)

**90%**

- 90% of respondents felt the support is tailored to their needs. (2023 - 2024 95%)

**86%**

- 86% of respondents were satisfied with the service provided by Kettering Mind? (2023 - 2024 85%)

**85%**

- 85% of respondents were satisfied that Kettering Mind keeps them informed about things that matter to them (2023 - 2024 85%)

**95%**

- 95% of respondents found the staff friendly and approachable (2023 - 2024 90%)

*Trustees' Report (including Directors' Report) (continued)***Looking after your home**

In 2024–2025 across the supported housing projects Clarkson, Highfield, Warkton and Pennels

**We replaced:**

- 1 tumble dryer
- 1 cooker
- 1 kettle, 1 toaster and 1 vacuum

**We refurbished:**

- 1 x bathroom and shower (part of cyclical maintenance)

**We arranged 3 external repairs for:**

- Plumbing / drains

**Health & safety compliance and landscaping was undertaken at one project for:**

- Fire safety
- Electrical
- Tree and garden boundary maintenance

Tenant safety is our highest priority we have a planned programme of works to maintain homes to a good standard, making sure annual gas safety checks are completed and health and safety checks are carried out. Trustees have assurance through the monthly health and safety reports that these are being completed. During 2024-2025 there was additional fire safety remedial compliance work completed.

Highfield Flats occupancy rate across the year was 100%

*(Highfield Flats 2023–2024, occupancy rate was 96%, 2022–2023 83%, 2021–2022 76%)*

There was 100% occupancy rate at Clarkson house

*(Clarkson House 2022–2023, occupancy rate was 100%, 2022–2023 75%, 2021–2022 73%)*



*Trustees' Report (including Directors' Report) (continued)*

## Community and home support – across North Northamptonshire

### Intermediate Support Service

**104** individuals were supported to meet specific outcomes, that they had identified would help them towards living their best life.

*(2023-2024 94 individuals; (2022-2023 88 individuals)*

The Intermediate Support Service offers time-limited support, to enable individuals who have mental health needs to meet identified outcomes to improve:

- Health and wellbeing
- Levels of independence
- Resilience through self-help / self-care
- Quality of life
- Positive connections within the community
- Choice and control
- Economic well-being / maintaining employment
- And other personal outcomes related to preventing deterioration and focusing on enablement

It is a high impact, high energy prevention service that focuses on small positive steps, and continuous improvement to reach specific desired outcomes.

#### **We supported individuals to:**

- Develop confidence in managing mental health alongside tenancy skills including household tasks; shopping; budgeting and setting up utility services
- Declutter their home, making the environment safe, homely and welcoming
- Re-connect with health services to manage physical health and self-care
- Use public transport to go and see family / friends
- Go into a shop for the first time in years – (agoraphobia)

These are all steps that have had huge positive impact on each individual's quality of life and hope for the future

*Trustees' Report (including Directors' Report) (continued)*

# We delivered.....

## • Private Support

**4** individuals were supported,  
273 support sessions delivered  
508 hrs

*(2023–2024 4 individuals, 323 support sessions, 595 hrs)*

*(2022–2023 4 individuals, 260 support sessions, 496 hrs)*

## • Individual packages of care

**17** individuals were supported  
2436 community support sessions  
delivered 4466 hrs

*(2023–2024 19 individuals, 1976 support sessions, 3818 hrs)*

*(2022–2023 16 individuals, 1796 support sessions, 2958 hrs)*

## • Hospital at Home (Crisis pathway)

The Hospital at Home service was established in 2019 following on from a successful pilot. It is delivered in partnership with Northamptonshire Healthcare NHS Foundation Trust as an alternative to a mental health hospital admission, where appropriate.

Individuals would have been admitted to hospital if this service had not been in place.

During the year we received fewer referrals than expected due to the NHS referrals being routed through one source, the Urgent Care and Assessment Team, rather than open through the Crisis Pathway.

**11** individuals did not require a hospital admission after receiving hospital at home.

*(2023–2024 16 individuals)*  
*(2022–2023 18 individuals)*

## • Breathing Spaces - Orbit

This service ended as planned in March 2025 and was primarily for Orbit housing tenants who were in need of some mental health support. The role of the workers was to:

- Actively listen to what tenants wanted to do to make positive changes to their wellbeing.
- Help individuals assess whether they were ready to make those changes and support them in planning a pathway identified to achieve their goals.
- Provide information of appropriate support agencies that they may wish to use.
- Motivate and empower individuals to make these changes and maintain them long term.

**35** tenants benefitted from this service

*(2023–2024 43 tenants)*  
*(2022–2023 42 tenants)*

*Trustees' Report (including Directors' Report) (continued)*

## • Crisis Cafes (Crisis pathway)

The Crisis café service is delivered in partnership with Northamptonshire Healthcare NHS Foundation Trust and open 3 days a week at Kettering Mind. The aim is to support people to reduce any immediate crisis and to safety plan; drawing on strengths, resilience, and coping mechanisms to manage their mental health and wellbeing. The NHS signpost direct from the 111 service and the police utilise the crisis support.

Opened  
**156** days

*(2023–2024 158 days)  
(2022–2023 156 days)*

Supported  
**732** individuals  
in crisis

*(2023–2024 894 individuals)  
(2022–2023 936 individuals)*

Delivered  
**1161** crisis  
interventions

*(2023–2024 1278 interventions)  
(2022–2023 1351 interventions)*

‘This service has helped me well over the last few weeks and helped me through a really tough time, it’s been invaluable to me’

‘It was good to talk and offload and to talk about my situation’

‘A plan was formed, more valuable than words can express. A huge thank you

## • Mental Health Navigators (Crisis pathway)

The Mental Health Navigator Service is delivered in partnership with Northamptonshire Healthcare NHS Foundation Trust, and is an established method for reducing pressure on primary care by supporting people to address their unmet non-clinical needs. This service offers a dedicated capacity to assist and empower people to access the right support, to manage a range of needs.

**400**

During the year, 400 individuals were supported by mental health navigators

Accessible drop-ins have continued to thrive throughout the year and have included Desborough, Rothwell and Burton Latimer Libraries; the job centre, council offices, Grange Resource Centre, Home start, Broughton warm spaces, Green Patch, Geek Retreat, Barton Seagrave village hall. In addition to this also provide ad-hoc drop-ins to maintain open access and contact for ‘warm referrals’ from different local organisations.

The drop-ins allow individuals to access support when needed, with no referral needed or waitlist, and near to where they live. The navigators are supported by the integrated response hub and are able to log on to the hub’s call handling system to access support and advice.

*Trustees' Report (including Directors' Report) (continued)*

## • Resource Centre

Throughout the year we have delivered sessions, courses and groups from the Resource Centre in Russell Street. Building based services continue to evolve and thrive as we facilitate vital mental health wellbeing initiatives. These are some of the things we did:

• Anxiety Management	• Discos
• Anger Management	• Let's talk about depression
• Depression management	• Christmas Tree Festival - Decorations
• Mindfulness	• Quizzes
• Understand Yourself Better	• Gardening
• Men's Group	• Peer support
• Women's group	• Arts & crafts
• Student Mental Health	• The Secret Garden
• Hoarding peer support	• Russell Street allotment
• Cooking skills	• local walks
• Connect and Be Active (pool, snooker, quoits, bowls, darts, armchair exercise)	

New editions in the year included:

### Monday peer support drop-in

Through the Resource Centre Forums, beneficiaries felt they would like an open drop in where light bites e.g. soup, jacket potatoes and cake etc., would be available alongside advice and support and friendship. This new initiative was launched as a pilot in May 2024, and due to the positive feedback and value has been continued.

## Counselling service

Counselling provides a safe and confidential space for individuals to discuss their thoughts, feelings, and experiences. Following the review improved and relaunch of the counselling service last financial year, we have continued to provide this service, but due to no additional funding as we had received for 6 months in the previous year, this was at a reduced level. Extra sessions and therapeutic groups took place thanks to qualified counsellors volunteering their time to Kettering Mind.

**346**

During the year, 346 individuals were supported through Resource centre services. (2023-2024 383 individuals)

*Trustees' Report (including Directors' Report) (continued)*

## • Outreach – Mind 'on the road' (connect, campaign and train)

Mind 'on the road' has gone from strength to strength over the year, with Trustees continuing to designate reserves to increase the public profile of Kettering Mind and the reach within the local community. This happened through the delivery of a programme of engagement activities, campaigning, training and outreach work.

We have built, and continue to develop strong partnerships with other local organisations, community groups and underrepresented or marginalised communities. This enables us to breakdown stigma and discrimination surrounding mental health by promoting positive attitudes, awareness and understanding.

### Mental Health Outreach: A Year of Impact

Over the past year, our mental health outreach service has made a meaningful difference by bringing information, advice, and support directly into local communities. Through drop-ins, presentations, training sessions (covering topics like anxiety, stress, and general mental health), one-to-one conversations, and signposting, we've reached people where they are.

We've actively participated in community events and Local Area Partnerships (LAPs), ensuring our presence at the heart of the community. Our support has extended to teachers, parents, students, workers, managers, volunteers, and members of the public - empowering individuals with knowledge and tools to improve mental wellbeing.

### **During the year we:**

Visited **220** places

Presented to **650** people

Spoke to **845** people

Organisations, groups, and businesses we have collaborated with throughout the year included:

Accommodation Concern	Bunzl	Desborough Town Council
All Saints Community Garden	Burton Latimer Library	DHL + Wincanton Warehouse
Anytime Fitness	Café Amore	Drover's Hall
ASDA	Cafeness	Dunelm
Ashley Farm Shop	Carey's Amusements	Earl of Dalkeith
Barton Seagrave Village Hall	Central Co-Op, London Road	Eden Centre
Befred	Corn Market Hall	Energy Fitness
Bewitched	Costa	European Plus
BGBet	Counties Community Centre	Freedom Leisure
Bridge	Crescent Community Centre	Geek Retreat
British Heart Foundation	Desborough Leisure Centre	Grange Community Hub
Bunty's Tea Room	Desborough Library	Grange Primary School



*Trustees' Report (including Directors' Report) (continued)*

## • Outreach continued

Organisations, groups, and businesses we have collaborated with throughout the year included:

Grange Resource Centre	Northlands Veterinary Hospital	Spot On
Gravity	Odessey Pharmacy	St Andrew's Church
Green Patch	Parkers	Stoke Albany Notice Board
Groski	Peacock	Sunley Court
Hall Meadow Primary School	Poli Maxi	Tesco
Havelock Infants School	Premier Convenience Store	The Centre at Mawsley
Hawthorn Primary School	Pure Gym	The Old Red Lion
HCC Solutions	Pytchley Golf Lodge	The Pod
Holland & Barrett	Robinson Way Depot, Council	The Wheel & Compass
Holy Trinity Church	Rockingham Euro Market	The White Horse
Home & Garden	Rothwell Junior School	Toller Church
Home Dzert	Rothwell Library	Toller Meeting Rooms
Job Centre	Rothwell Market House	TRESHAM
Kala Supermarket	Rothwell Town Council	VPK
KCU	Rothwell Truck Stop	Walls & Floors
Kettering Buccleuch Academy	Royal Hotel	Weetabix
Kettering Council	Rushton Primary School	Well+ Pharmacy Rothwell
Kettering Freemasonry	S2S	Westhill Park Care Home
Kettering General Hospital	Sainsbury's	Wilbarston Notice Board
Kettering Lions	Salvation Army Soup Kitchen	Wilbarston Primary School
Kettering Park Hotel & Spa	Santander	Wilbarston Village Hall
Kettering Town Football Club	Simply Gym	Wilbarston Village Store
Kettering Train Station		
Kingsley Special Academy		
Kino Lounge		
Little Moons		
Loatlands Primary School		
Loddington Primary School		
Merkur Slots		
Midland Band Social Club		
Millbrook Infant School		
Millbrook Junior School		
Morrisons Distribution Centre		
Morrisons		
Newlands Centre		
Newman's		



*Trustees' Report (including Directors' Report) (continued)*

## • Community Wellbeing Champions

Kettering Mind, in partnership with MHNC and Northamptonshire Mind, is proud to be delivering the Community Wellbeing Champions project - an innovative, 3-year initiative funded by North Northamptonshire Council (NNC).

### Project Purpose

The project aims to recruit, train, and support a network of local volunteers - Community Wellbeing Champions, who will:

- Promote positive mental health and wellbeing within their communities
- Offer prevention and early intervention support to adults experiencing low-level mental health challenges
- Help people to live well by connecting them with local services and resources

By embedding champions within their own communities, the project ensures that support is accessible, relatable, and rooted in local knowledge.

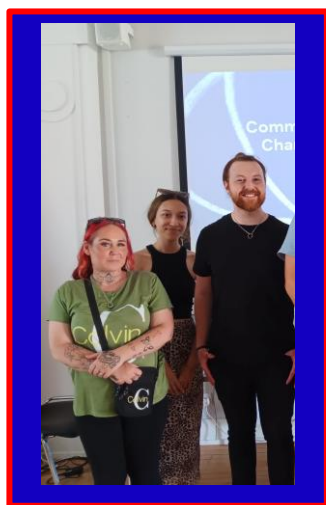
The Role of the Community Wellbeing Champion Lead is to engage with Local Area Partnerships to:

- Understand local priorities and community needs
- Map and connect with mental health and lifestyle services
- Ensure the project is aligned with existing local provision

By the 31st March 2025 we had:

**20** Champions recruited

**15** Champions trained



### **14** Partners signed up:

Northland Vets, S2S, The Pod,  
Grange Community Hub,  
Kingsley Primary School,  
HCC Solutions, Rothwell Library,  
Rothwell Jr School,  
Gingerbread,  
Sleipnir Creations CIC, KCU,  
Burton Latimer Library,  
Accommodation Concern,  
Freedom Leisure



*Trustees' Report (including Directors' Report) (continued)*

## • Forums

### The Role of Forums at Kettering Mind

At Kettering Mind, our forums are a vital part of our organisation's culture and operations. They reflect our deep commitment to:

- **Placing people at the heart of everything we do** – ensuring that individuals with lived experience of mental health challenges, their supporters, and our partners are central to our work and our mission to promote mental wellbeing for all.
- **Sharing power and responsibility** – fostering collaborative decision-making at a local level, where everyone's voice matters.
- **Actively listening** – creating safe, inclusive spaces where people feel heard and valued.
- **Using feedback to shape our services** – continuously improving what we offer based on what matters most to forum participants, with a clear focus on service development.
- **Being transparent and accountable** – maintaining openness in our actions and decisions, and taking responsibility for the outcomes.

During 2024-2025 we facilitated:

**2** Resource Centre  
Forums

**4** Tenant  
Forums

**4** Volunteer  
Forums

**2** Staff  
Forums

### Resource Centre Forums

During the forums organisational news was shared, and attendees were invited to share what mattered most to them.

In August 2024 we conducted the annual satisfaction survey and the return was 65% (2023-2024 58% return)

These are a few of the results:

**79%**

- 79% of respondents agreed that coming to Mind helped their wellbeing (2023-2024 80%)

**93%**

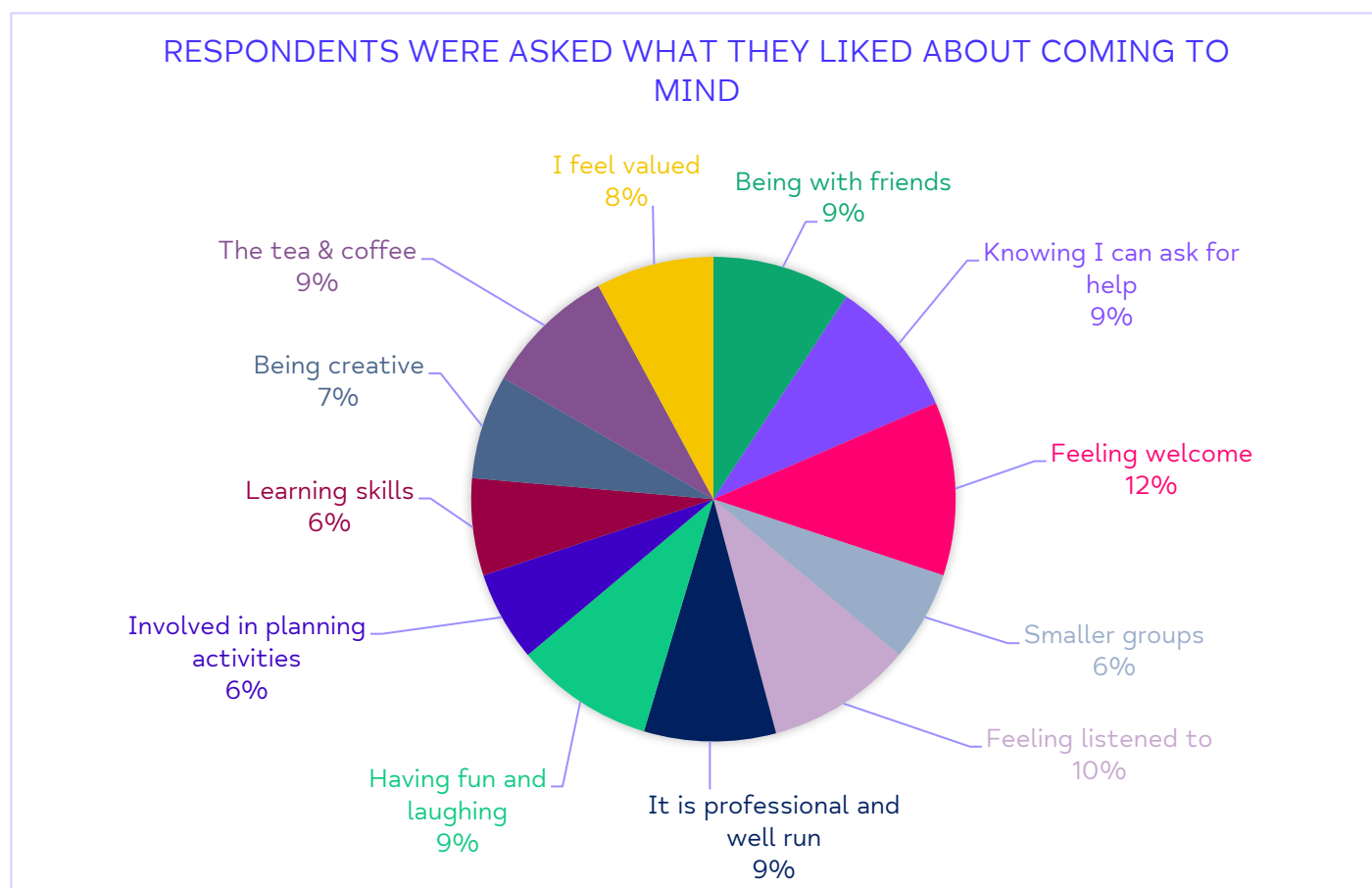
- 93% of respondents found the staff & volunteers friendly and approachable (2023-2024 100%)

**86%**

- 86% of respondents rated Kettering Mind overall as excellent (2023-2024 73%)

*Trustees' Report (including Directors' Report) (continued)*

## • Forums continued

*Resource Centre Forums continued***Volunteer Forums**

Over the past year, our forum meetings have proven to be an invaluable tool in supporting volunteers at Kettering Mind. These sessions have fostered a strong sense of community, provided a platform for open feedback, and facilitated meaningful knowledge sharing. The forums have also served as a space for bespoke training and updates on relevant policies and procedures, ensuring volunteers feel informed and equipped in their roles.

Volunteers have actively used the forum to connect with one another, share experiences, and offer mutual support. Through these discussions, they have:

- Gained confidence in their volunteer roles
- Enhanced their knowledge and skills
- Felt more motivated and engaged
- Experienced a greater sense of value and impact

Feedback from volunteers highlights that the forum has helped them feel more connected, capable, and appreciated - reinforcing their commitment to making a difference.

*Trustees' Report (including Directors' Report) (continued)*

## • Forums continued

### Staff Forums

Throughout the year, we held two staff forums designed to bring our team together, foster transparency, and encourage collaboration. These sessions focused on key areas of organisational progress and staff engagement:

**Review of the Year** - Reflected on achievements to date and outlined future goals and direction.

**Funding Overview** - Provided clarity on current funding sources and financial sustainability.

**Mind Quality Mark** - Shared updates on our progress and gathered staff feedback on quality standards.



**Service Updates** - Service Managers presented updates and insights from their teams.

**Leadership Q&A** - Offered an open platform for staff to engage directly with the Leadership Team.

**Staff Pulse Survey Feedback** - Discussed results from the recent survey and explored areas for improvement.

These are a few of the results from the annual Staff Pulse Survey 2024-2025:

**95%**

- 95% of respondents would recommend Kettering Mind as a good place to work (2023-2024 92%)

**95%**

- 95% of respondents agreed they have opportunities to improve their skills and knowledge (2023-2024 88%)

**86%**

- 86% of respondents felt their opinions and views were valued at work (2023-2024 76%)

**90%**

- 90% of respondents felt the organisation takes positive action on health and wellbeing (2023-2024 76%)





*Trustees' Report (including Directors' Report) (continued)*

## • Forums continued

### Tenant Forums

Throughout the year, Kettering Mind held four tenant forums as part of its commitment to tenant involvement in shaping housing support services. These forums served as a vital platform for:

**Sharing organisational updates** – Keeping tenants informed about changes, developments, and future plans

**Promoting tenants' rights** – Empowering individuals with knowledge and resources to advocate for themselves, and promote inclusion through the governance structures, in particular the housing sub-committee.

**Listening to tenant voices** – Gathering feedback on what matters most to tenants, ensuring services remain responsive and person-centred.

In addition to regular individual reviews and house meetings, the forums reinforced a culture of openness, collaboration, and continuous improvement.

The tenant forums have been lively and energetic sessions. Topics/discussions covered included

- input in to Kettering Minds Strategic Plan
- what wellness looks like for tenants
- holiday planning
- 'doing it right' how to report a repair
- coping strategies – distraction techniques
- being a good neighbour
- Registered Provider application
- Pennells II build
- tenant satisfaction measures
- overview of all of Kettering Minds services
- governance, transparency, influence and scrutiny;
- trustee and staff roles and responsibilities
- awareness of cuckooing, scam calls, texts or scam letters
- awareness of what to do if a stranger calls at the house
- awareness of health & safety and keeping safe at home



*Trustees' Report (including Directors' Report) (continued)*

## • Mind Quality Mark (MQM)

The Mind Quality Mark (MQM) is a comprehensive assurance framework used across the Mind federation to ensure that all affiliated organisations are well-run, sustainable, and delivering impactful mental health support.

**The Mind Quality Mark framework has four themes:**

- Leadership and governance
- Finance and policies
- Services and people
- Influence and engagement.



Within these themes are standards and indicators which provide the architecture for all in the Mind federation to be well-governed, sustainable, and able to thrive in our local communities.

### **MQM is designed to:**

- Provide reassurance to service users, funders, and staff that Mind organisations operate to high standards.
- Promote continuous improvement, innovation, and excellence.
- Ensure that the voices of people with lived experience of mental health problems are central to service design and delivery

Kettering Mind successfully passed the assurance framework in May 2023, and have quality standards through continuous improvement is embedded through the organisation.

Every organisation is reviewed against the standards every three years.



*Trustees' Report (including Directors' Report) (continued)*

## **Federation First** - is how we work better together.



### **Our shared responsibilities**

- **Person centred** - Keep people with mental health problems, supporters and partners at the heart of everything we do, promoting good mental health for all.
- **Sharing power** - Share power and responsibility as a federation and make informed decisions together.
- **Influential** - Call for better and more accessible mental health services across England, Wales and the Channel Islands through coordinated influencing at a national, regional and local level.
- **Raising money** - Combine our strengths and expertise to generate and distribute more income together in an equitable manner.
- **Values and behaviours** - Live our shared values and behaviours every day.
- **Innovation** - Share interconnected aspirations and programmes of work, designed to create greater impact for the people who need us most

### **Leadership Residential – Strengthening Connections Across the Federation (June 2024)**

During the year, we were pleased to attend the two-day leadership residential at Warwick Conferences. This event provided a valuable opportunity for leaders across the Mind Federation to come together, share experiences, build networks, and take time to reflect.

Being part of the Mind Federation brings strength, unity, and a shared drive to advance our mission and values. The residential reinforced this sense of collective purpose and offered space for meaningful dialogue and collaboration.

The conference programme was both inspiring and thought-provoking, featuring influential speakers and engaging sessions, including:

- **Leading through Change and Uncertainty** – Dale Carnegie
- **Leading in Challenging Times**
- **Influencing at System Level** – exploring why it's hard, and why it's essential

These sessions helped equip us with tools and insights to lead effectively in a complex and evolving landscape, and reaffirmed the power of working together to create lasting change.

### **Stronger Together – Collaboration and Strategic Leadership**

At Kettering Mind, we believe that we are stronger together. By working more closely with neighbouring local Minds, we can achieve greater impact and tackle the scale of the UK's mental health crisis more effectively. We recognise and value the expertise, knowledge, and experience across the federation, and actively seek opportunities to collaborate and learn from one another.

The Mind brand plays a vital role in amplifying our message. With coverage across England and Wales, it ensures that the Federation has the reach and recognition needed to support communities nationwide.

*Trustees' Report (including Directors' Report) (continued)***Working Together – Partnership Across Northamptonshire**

At Kettering Mind, we know that we are stronger together. Collaborating on shared initiatives and working in partnership ensures that people remain at the heart of everything we do, and reinforces the values we share as part of the Mind Federation.

Together with other local Minds, we provide comprehensive coverage across Northamptonshire for key mental health services, including:

**Crisis Pathway** – Crisis Cafés, Navigators, and Hospital at Home

**Primary Care Interventions** – Wellbeing groups / therapeutic interventions

This collective approach allows us to respond more effectively to local needs, reduce gaps in service provision, and ensure that support is available when and where it's needed most.

**Leicester, Leicestershire & Rutland Mind (LLR)**

As part of our commitment to regional collaboration, the Chair of Kettering Mind has been representing the organisation as a corporate trustee for LLR Mind, working alongside neighbouring Minds to support governance and strategic development. This journey culminated in the official launch of the LLR Mind strategy in May 2024, marking a significant milestone in our shared commitment to improving mental health services across the region.



There are around 100 local Minds across England and Wales affiliated to National Mind. Each local Mind is unique. Rooted in their communities, they understand local needs and tailor their services accordingly; 'local impact, shared values'

**Kettering Mind not only delivers vital mental health services, but also:**

**Helps shape local mental health provision** through active involvement in planning and strategy.

**Campaigns on local issues** while contributing to national movements for mental health awareness and reform.

**Challenges stigma** and works to change attitudes toward mental health in the local area.

Being part of the Mind network is about more than just using a logo or visual identity. It's about a shared commitment to a set of core beliefs and values that guide everything we do, from service delivery to advocacy and community engagement.

*Trustees' Report (including Directors' Report) (continued)*

# Achievements and Performance Outcomes to date

## Achievements against objectives set

### 1. Development of 5 Flats

Following the granting of planning permission in February 2024, the Charity initiated the process of securing funding for the development of five new flats. A comprehensive loan application was submitted to the Charity Bank, which required updates to the business plan, financial projections, cash flow statements, and stress testing.

The loan agreement was successfully signed in February 2025, enabling the Charity to move forward with the build. The project was then put out to tender, and an evaluation panel - comprising staff, tenants, and trustees - was convened to assess applications. After a thorough review, a contractor was appointed in June 2025 (post year-end).

Demolition of the existing garage site and construction of the new flats commenced in July 2025.

### 2. Registered Provider Full application

In August 2024, the Regulator of Social Housing approved our preliminary application, initiating a 26-week window to submit the full application. During this period, the working group met regularly and compiled over 100 pieces of supporting evidence. The full application was successfully submitted on 31st January 2025.

Following the year-end, the Regulator commenced the detailed initial assessment of our application. We remain actively engaged in this process, with ongoing dialogue and collaboration to support the review.

### 3. Kettering Mind outreach service

The outreach service has been one of the core charitable activities that has been impactful in breaking down stigma and discrimination, and reaching more people who wouldn't ordinarily access mental health support or services. Last year we visited 220 organisations, presented to 650 people and had over 850 conversations by once again taking Mind's information, support and campaigns 'on the road'.

Being an active participant in the Local Area Partnerships (LAP's), ensures that the outreach we offer can be directed to the areas in greatest need. Ultimately helping deliver outcomes from the Northamptonshire Integrated Care Partnership Strategy and Local Joint Health and Wellbeing Strategy.



*Trustees' Report (including Directors' Report) (continued)***Outcomes to date continued****4. Digital Strategy**

This has been a transformational year for the charity as we migrated to a Customer Relationship Management (CRM) IT system. It was rolled out slowly and methodically through the year, and by March 2025, all services had successfully transitioned. The hard work of implementing the CRM is over, and this year 2025 – 2026 will be maximising its reporting capabilities to support the Charities impact and help demonstrate public benefit.

The Digital Development group met regularly to assess and review the digital needs of the charity, and digital practices. The Cyber Essential certificate of assurance was renewed along with Kettering Mind publishing its NHS Data Security and Protection assessment. This toolkit allows us to measure our performance against the National Data Guardian's 10 data security standards.

**Contribution made by volunteers****The Value of Volunteers**

Volunteers bring immeasurable value to our Charity—not only through their skills, motivation, and dedication, but also through the warmth and welcome they extend to others. Most importantly, they offer the gift of time: time to simply *be* with people.

Over the past year, this presence has been felt most strongly through support and social groups, community champion roles, and bespoke volunteer positions that harness individual talents. Whether facilitating group activities, offering a listening ear, or contributing behind the scenes, our volunteers have played a vital role in enriching the lives of those we support and strengthening our community. The total volunteer hours on average across the year was **3718**.

*(2023-2024 average hours per year was 1,300; 2022-2023 average hours per year was 1404)*

**Volunteers Week 2024**

A massive thank you to all our current and past volunteers! Your support is and always has been greatly appreciated.



*Trustees' Report (including Directors' Report) (continued)***Training / awareness sessions**

The mandatory training for safeguarding, and mental capacity was achieved through staff accessing Social Care Institute for Excellence (SCIE)

Other training throughout the year included:

- Open Learn Effective Communication in the workplace
- Four Million Homes training Module accredited by Chartered Institute of Housing:
  - Social Housing Legal Requirements
  - Social Housing Regulatory Requirements
  - Understanding Landlord Financial Models
- The Oliver McGowan Training - Learning Disability and Autism
- Effective communication in the workplace
- Sexual Harassment in the Workplace
- An Introduction to Death, Dying and Grief
- Train4academy E-Learning Course - Communication
- Working Therapeutically with the Menopause
- Level 2 Food Hygiene and Safety for Catering
- Display Screen Equipment (DSE) Assessor
- Spectrum Fire Marshall Training - 2025-2027
- IOSH Safety for Executives and Directors
- Emotionally Unstable Personality Disorder
- NHS E-Learning: The role of the Caldicott Guardian
- Disorder De-coded 2 Day Personality Disorder Training
- Trauma Informed Training
- NNC Aquarius Training:
  - Dependency
  - Brief Interventions
  - Drug and Alcohol Awareness
- Mental Health in society
- Minute taking
- Understanding Hoarding
- Mental Health First Aider
- Understanding Autism

Training and development is an integral value of Kettering Mind, ensuring we maintain high standards and a skilled workforce. This enables us to provide a personalised professional service with care and support. During the Year:

- 1 Manager started the Chartered Institute of Housing (CIH) Level 4 Certificate in Housing
- 1 staff member enrolled on the first year of Association of Accounting Technicians (AAT) Certificate programme

*Trustees' Report (including Directors' Report) (continued)***Social Media Platforms**

Social media is another way for us to raise awareness and engage with individuals, who can then share the posts across their personal networks.

**Facebook:**

Total posts = 271

Total reach = 130,667

Total engagements = 9521

**Instagram:**

Total posts = 265

Total reach = 11,358

Total engagements = 988

**X/Twitter** we stopped using in December 2024, but we had already:

Total posts = 222

Total reach = 11,571

Total engagements = 559

These are some examples of the social media posts throughout the year...





*Trustees' Report (including Directors' Report) (continued)*

And some of the community outreach places and events we were involved in ....





*Trustees' Report (including Directors' Report) (continued)*

And some of Kettering Mind supporters throughout the year....



*Please see acknowledgments page (at rear) for list of the Kettering Mind supporters throughout the year*

*Trustees' Report (including Directors' Report) (continued)***Fundraising Approach**

The need for our work continues to increase, even more so in the current context. This year, our approach to fundraising included:

**Public fundraising**

- Raising funds from members of the public and supporters who make one-off or regular donations.
- Working with people who make donations by participating in events such as climbing Snowdon and other sponsored activities,
- Working with people who choose to donate, or enlist others to support Mind, in memory of a loved one who has died.

**Community Partnership fundraising**

The Community partnership with Kettering Mind is more than just a way to fundraise, it is a commitment and desire to:

- Support good mental health and wellbeing in the workplace and in the local community
- Identify the type of local impact we can make together
- Work collaboratively with Kettering Mind to engage in a plan of action, which will work towards good social outcomes that deliver value to both parties

The outreach worker generated interest with organisations wanting to sign up as partners. During the year we had 11 active Community Partners: Hall Meadow Primary School; DHL; Walls & Floors; Northlands Veterinary Group; Substance 2 Solution; Little Moons; Grange Community Hub; Toller Church; Freedom Leisure; Westhill Park Care Home and VPK *(2023-2024 4 active partnerships)*

We were proud to be involved in 54 community Partnership events which covered mental health, stress at work and attending staff away days and open day events.

**Fundraising and Events**

Throughout the year we had many supporters making donations and arranging various events through Kettering Mind's Just Giving page which included individuals, groups and companies running their own events and collecting donations online.

Fundraising events included Kettering Mind half marathon, Climbing Snowdon, Harniss Building Services Solutions 'Miles for Mind' Travelling the globe by getting the steps in! Sponsored cake bake and yoga.



*Trustees' Report (including Directors' Report) (continued)*

## Fundraising standards

Kettering Mind is registered with the Fundraising Regulator and we abide by the Code of Fundraising Practice. Fundraising activities comply with all relevant legislation and the Fundraising Regulator's Fundraising Promise.

Kettering Mind will:

- commit to high standards
- be clear, honest and open
- be respectful
- be fair and reasonable
- be accountable and responsible

Fundraising operational policies are in place for handling charity money and we encourage individuals and companies to donate via Kettering Mind's Just Giving page or by direct bank transfer, mitigating risk associated with handling cash.

We are satisfied that we meet all current standards and that our operational policies will protect vulnerable people and other members of the public from unreasonable intrusion, persistent approaches and undue pressure.

Our Public Relations and fundraising group (PR Group) oversee these fundraising approaches and standards to make sure we offer a high quality service to donors and supporters, and they are monitored by the Trustees.

In both the current and previous years, we received no complaints about our fundraising.

Trustees' Report (including Directors' Report) (continued)

## Financial Review

### Review of financial position

Total income for the year increased by £244,354 to £1,378,486

Income from donations and legacies increased by £16,891, and income from charitable activities increased by £148,208 to £1,180,193

Other trading activities income increased by £32 during the period to £4,584.

The income from the listed investment portfolio increased from £56,847 to £73,048.

Other income increased by £63,022 to £63,261. Further details are set out in the notes to the accounts.

Total resources expended increased by £48,045 to £1,131,244

Trading costs increased by £354 to £3,340.

The cost of charitable activities was £1,111,145 (2024: £1,054,676). Further details of resources expended are set out in the notes to the accounts.

### Review of financial position (continued)

Geopolitical risks for 2024-2025 included ongoing conflicts like in Ukraine and the Middle East, increased political polarization and instability in various countries. These risks translated into market volatility, supply disruptions and higher inflationary pressures.

The 2024-2025 economic climate was characterized by resilient but slowing global growth, with advanced economies showing slight improvement and emerging markets experiencing a modest slowdown.

An unrealised gain of £27,247 (2024: unrealised gain of £213,274) and gain on the sale of investments of £5,183 (2024: loss of £3,323) have been recognised in the financial statements.

Total funds increased to £3,492,527 at 31 March 2024 (2024: £3,212,855).

*Trustees' Report (including Directors' Report) (continued)***Financial Review (continued)****Reserves Policy**

Total funds at 31 March 2025 were £3,492,527 including restricted funds of £61,158 and unrestricted designated funds of £786,004, further details of which are included in the notes to the financial statements.

The charity's policy is to maintain general reserves to give financial stability to the charity and to its activities.

After allowing for funds of £679,258 represented by tangible assets, free reserves in unrestricted funds at 31 March 2025 were £2,752,111.

In previous periods, unrestricted funds were earmarked for long-term investment, and classified as fixed assets accordingly. The value of these investments, and subsequent additions, is now £1,828,268 and their purpose, in the current climate of local authority cut backs and budgetary pressures, is to provide long-term protection against a decline or interruption of future income.

The charity is operating in an environment of financial uncertainty, characterised by mental health policy changes, more competitive tendering, changes in the tendering process and the award of shorter term contracts.

The investment of general reserves is planned as a safeguard to ensure continuity in the provision of the charity's core services.

These services are considered by many beneficiaries to be an integral part of their day to day lives and to have to withdraw or cut back services with little or no notice could cause real hardship.

**Reserves Policy (continued)**

Free reserves excluding the amount invested, and excluding those designated funds of £49,681 not relating to fixed assets, totalled £874,162 (2024: £743,746).

Trustees have developed a policy whereby free reserves, which are those funds not invested in tangible assets, long-term investments and restricted funds, should be approximately two years of the expenditure on core activities, which equates to approximately £650,000 - £700,000 in general funds.

At this level, it is considered that the reserves would be adequate to enable the Trustees to manage the effect of a short-term withdrawal of funding, giving time to look at alternative sources of funding and review activities.

Free reserves are above target level at 31st March 2025.

As the Charity is building 5 properties, free reserves outside the reserves policy will be made available for furthering the aims of the charity to develop supported accommodation for individuals with enduring mental illnesses.

This new build upon completion will be capitalised as a fixed asset. (Currently classified as an Asset under construction).

*Trustees' Report (including Directors' Report) (continued)***Financial Review (continued)****Principal funding source**

During the year the principal funding source of the charity continued to be by way of grant and contract income from NHS Northamptonshire Integrated Care Board and NNC Adult Social Care

**Investment policy**

The memorandum allows the investment of monies of the charity not immediately required for its purposes in or upon such investments, securities or property as may be thought fit, subject nevertheless to such conditions and such consents as may be imposed or required by law.

Investments will follow National Mind investment guidelines, avoiding investment in companies manufacturing pharmaceuticals.

Also the Trustees will ensure that social, environmental and ethical concerns are considered.

The overall goal of the charity's investment policy is to reduce reliance on external funding and to provide a means of financing special projects to further the charitable activities of Kettering Mind in future.

Therefore the main investment objective for the long- term reserves is capital growth with the aim of ensuring that they are not eroded by inflation.

The market value of the portfolio at 31<sup>st</sup> March 2025 was £1,828,268 (2024: £1,779,003).

**Investment policy (continued)**

The main objective for reserves held for the shorter term is to preserve capital value with a minimum level of risk and to ensure availability for unexpected funding requirements. These funds are held in the low risk environment of bank and building society accounts.

*Trustees' Report (including Directors' Report) (continued)***Financial Review (continued)****Risk Management**

Kettering Mind reviews risks on an ongoing basis through our Board of Trustees, Sub-committees and the Management team. These groups manage ongoing risks and identify new risks. We consider the impact and likelihood of every risk and give particular attention to the management and mitigation of the most severe risks.

Our risk management processes and the organisational risk register are audited by two trustees. Internal control measures are reviewed, documented and reported to the wider board of trustees. The risk register is continuously reviewed and, where appropriate, revised to capture the tolerance of the risk appetite and to indicate whether risks are accepted, mitigated, or eliminated.

Risks are divided into key areas covering: Workforce, contracts, health & safety, information governance, financial, assurance, board of trustees, communication and housing.

By managing risk effectively, trustees can ensure that significant risks are identified and monitored, enabling informed decisions and appropriate action.

The trustees have assessed the major risks to which the charity is exposed, and are satisfied that systems are in place to mitigate exposure to the major risks.

**Plans for future periods**

- **175a Beatrice Road**

Following the end of the financial year, the charity has formally committed to a major new project: the construction of five purpose-built flats on the garage site at Beatrice Road. This initiative marks a significant milestone in our mission to enhance supported accommodation for individuals experiencing mental health problems in the Kettering area.

After a successful tender process, Colonial Construction has been appointed to lead the build. A total of £1.1 million has been designated for the project, reflecting the charity's dedication to creating high-quality, sustainable housing solutions.

The target completion date is March 2026, and we are thrilled about the positive impact this development will have on the local community. These are exciting times for the charity and for the future of mental health support in Kettering

- **Registered Housing Provider**

Following the year-end, the Regulator initiated a detailed initial assessment of our full application. We continue to actively support this process through ongoing dialogue and collaboration to facilitate the review.

*Trustees' Report (including Directors' Report) (continued)*

## Plans for future periods continued....

- **Mind Quality Mark (MQM)**

Over the coming year, the Charity will adopt the newly released MQM standards (2025–2028) from National Mind as a framework to guide the development and improvement of key working groups. These groups will focus on enhancing leadership and governance, strengthening financial management and policy frameworks, improving services and workforce support, and deepening influence and engagement efforts

## Structure, Governance and Management

### Organisational structure

The directors of the company form the Board of Trustees who meet on a monthly basis.

The day to day running of the organisation is delegated to the CEO who is assisted by a management team, administration staff, the resource centre team and the community team.

The company is responsible for the preparation of its own budgets to form the basis of funding applications to statutory bodies for the primary grants to provide services set out in the contracts.

The company can undertake other grant-aided services in its own area by application for other funding and can also launch appeals.

### Governing document

The charity is a company limited by guarantee (as defined by the Companies Act 2006), not having a share capital. It was incorporated on 19th March 1998 as part of the process of devolution from the North Northamptonshire Association for Mental Health. The company is also a registered charity.

The governing document of the charitable company is the Memorandum and Articles of Association adopted on 8th October 2014, updated on 22<sup>nd</sup> November 2023.

Members of the charitable company guarantee to contribute an amount not exceeding £1 to the assets of the charitable company in the event of a winding up. The total number of such guarantees at 31st March 2025 was 48 (2024: 48).

## Trustees

The Trustees are the directors for the purpose of company law and trustees for the purpose of charity law. Trustees who served during the year and up to the date of signature of the financial statements are listed on page 1.

### Indemnity provisions for trustees

Throughout the year third party indemnity insurance was in place to protect the trustees from claims arising from negligent acts, errors or omissions occurring whilst on charitable company business.



*Trustees' Report (including Directors' Report) (continued)***Structure, Governance and Management (continued)****Trustee Recruitment and appointment**

The number of members of the Committee shall not be less than four nor more than twelve. At the company Annual General Meeting, one third of the Board of Trustees or the nearest whole number to one third, shall retire from office and shall be eligible for re-election.

The Trustees may, from time to time, and at any time, appoint any member of the Association as a member of the Committee. Any Committee member so appointed shall hold office only until the next following Annual General Meeting and shall then be eligible for re-election, but shall not be taken into account in determining the Committee members who are to retire by rotation at the Annual General Meeting.

Individuals with lived experience of mental health problems are encouraged to become trustees and any required support is provided to enable full participation.

**Induction and training**

Most trustees are already familiar with the practical work of the charity and get involved with special events throughout the year, and directly support members through activities.

During the year the trustee induction was updated, refreshed and rebranded. Along-side this Trustees have the opportunity to attend training relevant to their duties and also to take part in the in-house bespoke training.

**The trustee induction covers:**

About Kettering Mind	Our strategy – Kettering Mind
Our values; Our story	Governing document
Kettering, Wellingborough, East Northants	Most recent annual report and accounts
Northampton, Corby, Towcester, Daventry	Meet the trustees
Charity Commission	Useful governance resources
Charity Governance Code	Law, mission, policies
Managing contracts	Protecting the organisation's reputation
Trustee role description and expectations	In the boardroom (virtual or physical)
Person specification	Mind Federation, network and affiliation
Trustee code of conduct	OpenHub & The Mind Quality Mark
Conflicts & declarations of interest	Disclosure in accounts
Data Protection	Sub-committee terms of reference
Lived experience influence and participation	Mental health information and support
Trustee expenses policy	

*Trustees' Report (including Directors' Report) (continued)***Structure, Governance and Management (continued)****Key management remuneration**

All trustees give of their time freely and no trustee received remuneration in the year. Details of trustees' expenses and related party transactions are disclosed in note 12 to the financial statements.

The senior management team comprise the key management personnel of the charity in charge of directing and controlling, running and operating the organisation on a day to day basis.

The pay of the senior staff is reviewed annually and benchmarked against other similar charitable organisations.

**Related Parties**

Any connection between a trustee or senior manager of the charity with a supplier of goods or services to the charity must be disclosed to the full Trustee board in the same way as any other contractual relationship with a related party.

In the current year no such related party transactions were reported.

**Auditor**

In accordance with the company's articles, a resolution proposing that Azets Audit Services be reappointed as auditor of the company, will be put at a General Meeting.

**Disclosure of information to auditor**

Each of the Board of Trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

*Trustees' Report (including Directors' Report) (continued)*

## **Structure, Governance and Management (continued)**

### **Equity, Diversity, Inclusion and Equality**

**At Kettering Mind, we are committed to recruiting and nurturing talent from all backgrounds, fostering a vibrant, fair, and inclusive environment where everyone has the opportunity to thrive - regardless of their identity or life experience.**

Inclusion is one of our greatest strengths. We strive to ensure that every individual feels welcomed, connected, and empowered to be themselves. This is reflected not only in our organisational culture, but also in our annual questionnaire results and the way we operate day to day.

Our outreach efforts, particularly in building trust and rapport with individuals from diverse and locally rooted communities, have deepened our commitment to being a proactive force in creating a more inclusive and accessible society for all.

The trustees' report was approved by the board of trustees on: 23<sup>rd</sup> October 2025

**Mr Chris Davison**

Trustee

Dated: 23<sup>rd</sup> October 2025

## Statement of trustees' responsibilities

The Board of Trustees, who are also the directors of Kettering Association for Mental Health for the purpose of company law, are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company Law requires the Board of Trustees to prepare financial statements for each financial year. Under company law, the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these financial statements, the Board of Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Board of Trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

# Independent Auditor's Report

To the members of Kettering Association for Mental Health

## Opinion

We have audited the financial statements of Kettering Association for Mental Health (the 'charity') for the year ended 31 March 2025 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2025 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

## Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

## Independent Auditor's Report (continued)

To the members of Kettering Association for Mental Health

### Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Board of Trustees with respect to going concern are described in the relevant sections of this report

### Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The Board of Trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

### Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of our audit:

- the information given in the trustees' report for the financial year for which the financial statements are prepared, which includes the directors' report prepared for the purposes of company law is consistent with the financial statements; and
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.



## Independent Auditor's Report (continued)

To the members of Kettering Association for Mental Health

### Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Board of Trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

### Responsibilities of the Board of Trustees

As explained more fully in the statement of trustees' responsibilities, the Board of Trustees, who are also the directors of the charity for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Board of Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Board of Trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Board of Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

## Independent Auditor's Report (continued)

To the members of Kettering Association for Mental Health

### Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

### Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above and on the Financial Reporting Council's website, to detect material misstatements in respect of irregularities, including fraud.

We obtain and update our understanding of the entity, its activities, its control environment, and likely future developments, including in relation to the legal and regulatory framework applicable and how the entity is complying with that framework. Based on this understanding, we identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. This includes consideration of the risk of acts by the entity that were contrary to applicable laws and regulations, including fraud.

## Independent Auditor's Report (continued)

To the members of Kettering Association for Mental Health

### Extent to which the audit was considered capable of detecting irregularities, including fraud (continued)

In response to the risk of irregularities and non-compliance with laws and regulations, including fraud, we designed procedures which included:

- Enquiry of management and those charged with governance around actual and potential litigation and claims as well as actual, suspected and alleged fraud;
- Reviewing minutes of meetings of those charged with governance;
- Assessing the extent of compliance with the laws and regulations considered to have a direct material effect on the financial statements or the operations of the entity through enquiry and inspection;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Performing audit work over the risk of management bias and override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for indicators of potential bias.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

## Independent Auditor's Report (continued)

To the members of Kettering Association for Mental Health

### Use of this report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

**Mr Paul Tyler (Senior Statutory Auditor)**  
**For and on behalf of Azets Audit Services**

Date: 18<sup>th</sup> November 2025

**Chartered Accountants**  
**Statutory Auditor**

Thorpe House  
93 Headlands  
Kettering  
Northamptonshire  
NN15 6BL

# Statement of financial activities

(Including income and expenditure account)

Current financial year		Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Total 2024 £
	Notes				
<b>Income and endowments from:</b>					
Donations and legacies	3	53,161	4,239	57,400	40,509
Charitable activities	4	1,110,144	70,049	1,180,193	1,031,985
Other trading activities	5	4,584	-	4,584	4,552
Investments	6	73,048	-	73,048	56,847
Other income	7	-	63,261	63,261	239
<b>Total income</b>		<b>1,240,937</b>	<b>137,549</b>	<b>1,378,486</b>	<b>1,134,132</b>
<b>Expenditure on:</b>					
Raising funds	8	20,099	-	20,099	15,085
Charitable activities	9	1,039,696	71,449	1,111,145	1,054,676
Other expenditure	14	-	-	-	13,438
<b>Total resources expended</b>		<b>1,059,795</b>	<b>71,449</b>	<b>1,131,244</b>	<b>1,083,199</b>
Net gains/(losses) on investments	15	32,430	-	32,430	209,951
<b>Net (outgoing)/incoming resources before transfers</b>		<b>213,572</b>	<b>66,100</b>	<b>279,672</b>	<b>260,884</b>
Gross transfers between funds		6,320	(6,320)	-	-
<b>Net movement in funds</b>		<b>219,892</b>	<b>59,780</b>	<b>279,672</b>	<b>260,884</b>
Fund balances at 1 April 2024		3,211,477	1,378	3,212,855	2,951,971
<b>Fund balances at 31 March 2025</b>		<b>3,431,369</b>	<b>61,158</b>	<b>3,492,527</b>	<b>3,212,855</b>

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

# Statement of financial activities

(Including income and expenditure account)

Prior financial year		Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
	Notes			
<b>Income and endowments from:</b>				
Donations and legacies	3	39,999	510	40,509
Charitable activities	4	963,396	68,589	1,031,985
Other trading activities	5	4,552	-	4,552
Investments	6	56,847	-	56,847
Other income	7	239	-	239
<b>Total income</b>		<b>1,065,033</b>	<b>69,099</b>	<b>1,134,132</b>
<b>Expenditure on:</b>				
Raising funds	8	15,085	-	15,085
Charitable activities	9	984,876	69,800	1,054,676
Other expenditure	14	13,438	-	13,438
<b>Total resources expended</b>		<b>1,013,399</b>	<b>69,800</b>	<b>1,083,199</b>
Net gains/(losses) on investments	15	209,951	-	209,951
<b>Net (outgoing)/incoming resources before transfers</b>		<b>261,585</b>	<b>(701)</b>	<b>260,884</b>
Gross transfers between funds		(1,015)	1,015	-
<b>Net movement in funds</b>		<b>260,570</b>	<b>314</b>	<b>260,884</b>
Fund balances at 1 April 2023		2,950,907	1,064	2,951,971
<b>Fund balances at 31 March 2024</b>		<b>3,211,477</b>	<b>1,378</b>	<b>3,212,855</b>



# Balance sheet

	Notes	2025 £	2025 £	2024 £	2024 £
<b>Fixed assets</b>					
Tangible assets	17		679,258		638,729
Investments	18		1,828,268		1,779,003
			<u>2,507,526</u>		<u>2,417,732</u>
<b>Current assets</b>					
Debtors	19	81,691		66,058	
Cash at bank and in hand		<u>949,088</u>		<u>755,054</u>	
		<u>1,030,779</u>		<u>821,112</u>	
<b>Creditors: amounts falling due within one year</b>	20	<u>(45,778)</u>		<u>(25,989)</u>	
Net current assets			<u>985,001</u>		<u>795,123</u>
<b>Total Assets less current liabilities</b>			<u><u>3,492,527</u></u>		<u><u>3,212,855</u></u>
<b>Income funds</b>					
Restricted funds	21		61,158		1,378
<u>Unrestricted Funds:</u>					
Designated funds	22	786,004		767,510	
General unrestricted funds		<u>2,645,365</u>		<u>2,443,967</u>	
			<u>3,431,369</u>		<u>3,211,477</u>
<b>Total funds</b>			<u><u>3,492,527</u></u>		<u><u>3,212,855</u></u>

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

The financial statements were approved by the Board of Trustees on:

Dr A Stephen  
Trustee

Date: 23<sup>rd</sup> October 2025

Mr C Davison  
Trustee

Date: 23<sup>rd</sup> October 2025

**Company Registration No. 03530898**

# Statement of cash flows

	Notes	2025 £	2025 £	2024 £	2024 £
<b>Cash flows from operating activities</b>					
Cash (absorbed by)/generated from operations	27		202,517		(13,203)
<b>Investing activities</b>					
Purchase of tangible fixed assets		(64,696)		(4,457)	
Purchase of investments		(141,482)		(85,742)	
Proceeds on disposal of investments		124,647		66,747	
Interest and dividends received		73,048		56,847	
<b>Net cash generated from/(used in) investing activities</b>			(8,483)		33,395
Net cash used in financing activities			-		-
<b>Net increase/(decrease) in cash and cash equivalents</b>			194,034		20,192
Cash and cash equivalents at beginning of year			755,054		734,862
<b>Cash and cash equivalents at end of year</b>			949,088		755,054

# Notes to the financial statements

## 1. Accounting policies

### Charity information

Kettering Association for Mental Health is a private company limited by guarantee incorporated in England and Wales.

The registered office is 49 - 51 Russell Street, Kettering, Northamptonshire, NN16 0EN, United Kingdom

### 1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's Memorandum and Articles of Association, the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019). The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £. The company's accounts present information about it as an individual undertaking.

The financial statements have been prepared under the historical cost convention, modified to include the revaluation of certain financial instruments at fair value. The principal accounting policies adopted are set out below.

### 1.2 Going concern

At the time of approving the financial statements, the Board of Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements

### 1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the Board of Trustees in furtherance of their charitable objectives

Designated funds are unrestricted funds of the charity which the Board of Trustees have decided at their discretion to set aside to use for a specific purpose.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

## Notes to the financial statements (continued)

### 1. Accounting policies - continued

#### 1.4 Incoming resources

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations and gifts are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

Income from grants, where related to performance and specific deliverables, are accounted for as the charity earns the right to consideration by its performance. Grants which represent contributions to projects not yet started at the balance sheet date are treated as deferred income. Contributions received from beneficiaries are taken as income upon receipt.

Detailed records of associated expenses and any unspent cash balances are maintained. Income recognised from the sale of services under contract is classified as unrestricted funds when the contract does not require the return of any unspent income.

Investment income is included when receivable and the amount can be measured reliably by the charity.

#### 1.5 Resources expended

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

All expenditure is accounted for on an accruals basis. All expenses, including support costs and governance costs, are allocated or apportioned to the applicable expenditure headings in the Statement of Financial Activities.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

Allocation of governance and other support costs

Support costs have been differentiated between governance and support costs and other support costs. Governance costs comprise all costs involving the public accountability of the charity and its

## Notes to the financial statements (continued)

### 1. Accounting policies - continued

#### 1.5 Resources expended (cont.)

compliance with regulation and good practice. These costs include costs related to audit together with an apportionment of staff, overhead and support costs relating to Trustee meetings. The allocation of support and governance costs is analysed in the notes to the accounts.

#### 1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses. The cost of minor additions or those costing below £250 are not capitalised. The charity has legal ownership of the properties it occupies but were previously held by the North Northamptonshire Association for Mental Health. These were as follows:

49 - 51 Russell Street, Kettering  
98 Kingsley Avenue, Kettering

The properties have been included in the accounts at the net book values attributed to them in the accounts for the Kettering Branch of the North Northamptonshire Association. These were derived principally from directors' valuations at 31 March 1996.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

##### **Freehold land and buildings**

2% of acquisition value per annum

##### **Equipment, furniture and fittings**

20% of cost

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

Depreciation is not provided on assets in the course of construction / not in use until they are brought into use by the charity.

#### 1.7 Fixed asset investments

Fixed asset investments are initially measured at transaction price excluding transaction costs, and are subsequently measured at fair value at each reporting date.

Changes in fair value are recognised in net income/ (expenditure) for the year. Transaction costs are expensed as incurred.

## Notes to the financial statements (continued)

### 1. Accounting policies - continued

#### 1.8 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

#### 1.9 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks and other short-term liquid investments with original maturities of three months or less.

#### 1.10 Financial Instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

#### 1.10 Financial Instruments (cont.)

##### Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

##### Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities.

## Notes to the financial statements (continued)

### 1. Accounting policies - continued

#### 1.10 Financial Instruments (cont.)

##### Basic financial liabilities (cont.)

Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

##### Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

#### 1.11 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

#### 1.12 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

#### 1.13 Government Grants

Government grants are recognised at the fair value of the asset received or receivable when there is reasonable assurance that the grant conditions will be met and the grants will be received.

A grant that specifies performance conditions is recognised in income when the performance conditions are met. Where a grant does not specify performance conditions it is recognised in income when the proceeds are received or receivable. A grant received before the recognition criteria are satisfied is recognised as a liability.

### 2. Critical accounting estimates and judgements

In the application of the charity's accounting policies, the Board of Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.



## Notes to the financial statements (continued)

## 3. Donations and legacies

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Donations and gifts	53,161	-	53,161	25,272	510	25,782
Legacies receivable	-	-	-	14,727	-	14,727
Local Authority Community Grant	-	4,239	4,239			
	<u>53,161</u>	<u>4,239</u>	<u>57,400</u>	<u>39,999</u>	<u>510</u>	<u>40,509</u>

## Notes to the financial statements (continued)

## 4. Charitable activities

	Community, home & Other Support 2025 £	Supported Accommodation 2025 £	Resource Centre Activities 2025 £	Total 2025 £	Community, home & Other Support 2024 £	Supported Accommodation 2024 £	Resource Centre Activities 2024 £	Total 2024 £
Services provided under contract	282,085	474,896	215,426	972,407	274,860	406,814	221,603	903,277
Contributions from beneficiaries	-	207,464	322	207,786	-	128,437	271	128,708
	<u>282,085</u>	<u>682,360</u>	<u>215,748</u>	<u>1,180,193</u>	<u>274,860</u>	<u>535,251</u>	<u>221,874</u>	<u>1,031,985</u>
<b>Analysis by fund</b>								
Unrestricted funds	282,085	682,360	145,699	1,110,144	274,860	535,251	153,285	963,396
Restricted funds	-	-	70,049	70,049	-	-	68,589	68,589
	<u>282,085</u>	<u>682,360</u>	<u>215,748</u>	<u>1,180,193</u>	<u>274,860</u>	<u>535,251</u>	<u>221,874</u>	<u>1,031,985</u>

## Notes to the financial statements (continued)

## 5. Other trading activities

	Unrestricted Funds 2025 £	Unrestricted Funds 2024 £
Fundraising	1,064	772
Letting and licensing arrangements	3,520	3,780
Other trading activities	<u>4,584</u>	<u>4,552</u>

## 6. Investments

	Unrestricted Funds 2025 £	Unrestricted Funds 2024 £
Income from listed investments	33,594	29,923
Interest receivable	39,454	26,924
	<u>73,048</u>	<u>56,847</u>

## Notes to the financial statements (continued)

## 7. Other income

	Restricted funds 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Other income	63,261	239	-	239

Restricted Funds

Other income of £63,261 (2024: £239) relates to Energy Assessment Grants awarded in the year for Green measure costs associated with the Pennels II project

## 8. Raising funds

	Unrestricted Funds 2025 £	Unrestricted Funds 2024 £
<u>Trading costs</u>		
Cost of goods sold and other costs	3,340	2,986
<u>Investment management</u>	16,759	12,099
	20,099	15,085

## Notes to the financial statements (continued)

## 9. Charitable activities

	Community, home & Other Support 2025 £	Supported Accommodation 2025 £	Resource Centre Activities 2025 £	Total 2025 £	Community, home & Other Support 2024 £	Supported Accommodation 2024 £	Resource Centre Activities 2024 £	Total 2024 £
Staff costs	187,210	287,014	196,584	670,808	165,222	270,449	170,940	606,611
Depreciation and impairment	-	12,375	11,791	24,166	-	12,463	12,384	24,847
Other direct costs	11,991	101,638	59,108	172,737	8,576	99,580	63,691	171,847
	199,201	401,027	267,483	867,711	173,798	382,492	247,015	803,305
Share of support costs*	40,971	63,099	66,868	170,938	41,952	68,979	69,675	180,606
Share of governance costs*	14,894	31,497	26,105	72,496	17,832	31,726	21,207	70,765
	255,066	495,623	360,456	1,111,145	233,582	483,197	337,897	1,054,676
<b>Analysis by fund</b>								
Unrestricted funds	255,066	495,623	289,007	1,039,696	233,582	483,197	268,097	984,876
Restricted funds	-	-	71,449	71,449	-	-	69,800	69,800
	255,066	495,623	360,456	1,111,145	233,582	483,197	337,897	1,054,676

\*see note 10

## Notes to the financial statements (continued)

## 10. Support costs

	Support costs 2025 £	Governance costs 2025 £	2025 £	Support costs 2024 £	Governance costs 2024 £	2024 £	Basis of allocation
Staff costs	145,504	48,501	194,005	152,334	50,778	203,112	Staff time
Payroll costs	4,446	-	4,446	5,364	-	5,364	Usage
Travel and other expenses	6,507	-	6,507	11,248	-	11,248	Usage
Light and heat	2,680	-	2,680	1,600	-	1,600	Usage
Telephone	1,227	-	1,227	989	-	989	Usage
Rent and rates	879	-	879	615	-	615	Usage
Repairs	5,000	-	5,000	4,748	-	4,748	Usage
Sundries	51	-	51	77	-	77	Usage
Cleaning	2,891	-	2,891	2,099	-	2,099	Usage
Stationery and postage	1,753	-	1,753	1,532	-	1,532	Usage
Audit fees	-	13,320	13,320	-	12,600	12,600	Governance
Accountancy	-	7,440	7,440	-	5,500	5,500	Governance
Sundries	-	3,235	3,235	-	1,887	1,887	Governance
	170,938	72,496	243,434	180,606	70,765	251,371	
Analysed between Charitable activities	170,938	72,496	243,434	180,606	70,765	251,371	

Governance costs attributable to charitable activities are apportioned pro rata to the total of direct costs and other support costs incurred in delivering each activity.

## Notes to the financial statements (continued)

### 11. Auditor's remuneration

The analysis of auditor's remuneration is as follows:  
Fees payable to the charity's auditors and associates:

	2025 £	2024 £
Audit of the charity's annual accounts	<u>13,320</u>	<u>12,600</u>
<b>Non-audit services</b>		
All other non-audit services	<u>7,440</u>	<u>5,500</u>

### 12. Trustees

None of the board of trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

Expenses in respect of travel and charity supplies totalling £216 were reimbursed to two members of the Board of Trustees (2024: Expenses in respect of travel totalling £49 were reimbursed to one member of the Board of Trustees)



## Notes to the financial statements (continued)

**13. Employees**

Number of employees:	2025 Number	2024 Number
The average number of employees during the year was:		
Chief Executive Officer	1	1
Resource Centre based services	7	8
Community, home / supported accommodation	20	19
Management and administration	8	7
Wellbeing Navigator	2	2
	<u>38</u>	<u>37</u>
Employment costs:	2025 £	2024 £
Wages and salaries	777,600	730,353
Social security costs	59,700	55,354
Other pension costs	27,513	24,016
	<u>864,813</u>	<u>809,723</u>

The above analysis is based on each employee's primary function within the charity; however many of the employees do spend time on more than one activity.

There were no employees whose annual remuneration was £60,000 or more.

## Notes to the financial statements (continued)

## 14. Other expenditure

	Unrestricted Funds 2025 £	Unrestricted Funds 2024 £
Other expenditure	-	13,438
	<u>-</u>	<u>13,438</u>

Other unrestricted fund expenditure of £Nil (2024: £13,438) relates to costs associated with the Pennels Project, which were fully funded by the charity.

## 15. Net gains/(losses) on investments

	Unrestricted Funds 2025 £	Unrestricted Funds 2024 £
Revaluation of investments	27,247	213,274
Gain/(loss) on sale of investments	5,183	(3,323)
	<u>32,430</u>	<u>209,951</u>

## 16. Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects

## Notes to the financial statements (continued)

## 17. Tangible fixed assets

	Freehold land and buildings £	Asset Under Construction £	Equipment, furniture and fittings £	Total £
<b><u>Cost</u></b>				
As at 1 April 2024	930,121	-	144,823	1,074,944
Additions	-	56,620	8,076	64,696
Disposals	-	-	(119,831)	(119,831)
As at 31 March 2025	930,121	56,620	33,068	1,019,809
<b><u>Depreciation and impairment</u></b>				
At 1 April 2024	303,174	-	133,042	436,216
Depreciation charged in the year	17,553	-	6,613	24,166
Eliminated in respect of disposals	-	-	(119,831)	(119,831)
As at 31 March 2025	320,727	-	19,824	340,551
<b><u>Carrying amount</u></b>				
At 31 March 2025	609,394	56,620	13,244	679,258
At 31 March 2024	626,950	-	11,779	638,729

	2025 £	2024 £
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The carrying value of land included in land and buildings comprises:

Freehold	609,394	626,950
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The significant part of tangible fixed assets is used for direct charitable purposes

## Notes to the financial statements (continued)

## 18. Fixed asset investments

	Listed Investments £	Cash in portfolio £	Total £
<b><u>Cost or valuation</u></b>			
As at 1 April 2024	1,738,065	40,938	1,779,003
Additions	141,482	-	141,482
Valuation changes	27,247	-	27,247
Disposals	(108,632)	(10,832)	(119,464)
As at 31 March 2025	1,798,162	30,106	1,828,268
<b><u>Carrying amount</u></b>			
At 31 March 2025	1,798,162	30,106	1,828,268
At 31 March 2024	1,738,065	40,938	1,779,003

	2025 £	2024 £
Investments at fair value comprise:		
UK equities	163,562	172,740
UK unit trust and other investment funds	709,721	672,970
Overseas equities	521,244	500,595
Overseas unit trusts and other investment funds	403,635	391,760
Cash held within investment portfolio	30,106	40,938
	1,828,268	1,779,003

The significance of financial instruments to the ongoing financial sustainability of the charity is considered in the financial review and investment policy and performance sections of the Trustees' Report.

The main risk to the charity from financial instruments lies in the uncertain investment markets. The charity has an investment policy aimed at providing long term growth in the value of its listed investment portfolio rather than immediate income requirements therefore the volatility of yields is of lower importance.

The listed investment portfolio comprises both UK and overseas equities and other investment funds, therefore there is a performance risk from overseas markets and their exchange rates.

The charity manages these investment risks by retaining expert advisors and operating an investment policy that provides for a high degree of diversification of holdings within investment asset classes that are quoted on recognised stock exchanges.

## Notes to the financial statements (continued)

## 18. Fixed asset investments (continued)

**Fixed asset investments revalued**

All investments are carried at their market value. Investments in equities and unit trust and other investment funds are all traded in quoted public markets, primarily the London Stock Exchange. The historical cost of investments listed on a recognised stock exchange at 31 March 2025 was £1,234,905 (2023: £1,200,650).

## 19. Debtors

Amounts falling due within one year:	2025 £	2024 £
Trade debtors	56,691	47,449
Other debtors	10,000	18,609
	<u>66,691</u>	<u>66,058</u>
Amounts falling due after one year:	2025 £	2024 £
Other debtors	<u>15,000</u>	<u>-</u>
<b>Total Debtors</b>	<u>81,691</u>	<u>66,058</u>

## 20. Creditors: Amounts falling due within one year

	2025 £	2024 £
Other taxation and social security	14,546	-
Other creditors	6,001	2,604
Accruals and deferred income	25,231	23,385
	<u>45,778</u>	<u>25,989</u>

## Notes to the financial statements (continued)

**21. Restricted funds**

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes.

	Movement in funds				Movement in funds				
	Balance at 1 April 2023 £	Incoming Resources £	Resources expended £	Transfers £	Balance at 1 April 2024 £	Incoming resources £	Resources expended £	Transfers £	
Mental Health Navigator	-	68,589	(69,604)	1,015	-	70,049	(69,855)	(194)	-
Beneficiary activities	862	510	(196)	-	1,176	-	(220)	-	956
Fundraising / donations	202	-	-	-	202	-	-	-	202
Pennels II Project	-	-	-	-	-	63,261	-	(3,261)	60,000
Local Authority Community Grant	-	-	-	-	-	4,239	(1,373)	(2,866)	-
	<u>1,064</u>	<u>69,099</u>	<u>(69,800)</u>	<u>1,015</u>	<u>1,378</u>	<u>137,549</u>	<u>(71,448)</u>	<u>(6,321)</u>	<u>61,158</u>

**Mental Health Navigator**

As part of the Mental Health Northants Collaboration (MHNC) the mental health navigation team provides support in the community to help people improve their general wellbeing. The service is designed for people experiencing difficulties with their emotional wellbeing, living conditions and physical health.

At 31 March 2025 the charity had fulfilled its obligations under the terms of this funding, and the balance on the fund was therefore transferred to unrestricted general funds.



## Notes to the financial statements (continued)

### 21. Restricted funds (continued)

#### **Beneficiary activities**

Monies are collected from beneficiaries to partly fund day excursions, activity holidays and similar activities.

#### **Fundraising / donations**

From time to time funds are raised from events or appeals for a specific purpose.

#### **Pennels II Project**

The charity is in the process of developing 5 new builds. As part of that process the charity makes applications for grant funding. During the year the charity received grant income of £63,261 towards Green energy measures within the development. The transfer of £3,261 represents capitalised expenditure in the year on the asset in the course of construction. The remaining £60,000 of grant income as at 31 March 2025 will be used to part-fund other future Green measures within the development.

#### **Local Authority Community Grant**

During the year the charity received a grant of £4,239 from North Northamptonshire Council to improve energy efficiency levels at the Resource Centre. The funds were fully used in the year to commission an energy efficiency report and upgrade an old boiler to a more energy efficient boiler. The transfer of £2,866 represents the cost of the new boiler, which has been transferred to unrestricted fund assets now that the funds have been spent.

## Notes to the financial statements (continued)

**22. Designated funds**

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

						<b>Movement in funds</b>			
	Balance at 1 April 2023 £	Incoming resources £	Resources expended £	Transfers £	Balance at 1 April 2024 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2025 £
Building appeal fund	187,128	-	(7,031)	-	180,097	-	(7,031)	-	173,066
Legacy fund	20,541	-	-	-	20,541	-	-	-	20,541
Promotional PR fund	9,532	-	-	-	9,532	-	-	-	9,532
Revaluation Reserve fund	331,392	-	-	206,022	537,414	-	-	25,843	563,257
MakeALeg fund	18,826	-	-	-	18,826	-	-	-	18,826
Tenants Social Club	-	1,100	-	-	1,100	220	(480)	(58)	782
	<u>567,419</u>	<u>1,100</u>	<u>(7,031)</u>	<u>206,022</u>	<u>767,510</u>	<u>220</u>	<u>(7,511)</u>	<u>25,785</u>	<u>786,004</u>

**Building Appeal fund**

The fund has been created to reflect the book value of freehold property used by the charity to provide resource centre activity provision, and for work and administration. The fund will be reduced over the useful economic life of the property in line with its depreciation.

**Legacy fund**

The fund was created for the legacy to which the charity became entitled in 2004. At the outset this was designated to be used or invested to provide for the improvement of services to beneficiaries, ideally by the acquisition of a further property. During the year there was no movement on this fund.

## Notes to the financial statements (continued)

### 22. Designated funds (continued)

#### **Promotional PR fund**

This fund was created due to the uncertainty of future grant funding at current levels. Funds have been designated to meet the costs of raising the charity's profile and to promote fundraising activities. During the year there was no movement on this fund.

#### **Revaluation reserve fund**

The fund is required by the Companies Act 2006 and represents the amount by which unrestricted investments exceed their historical cost. £25,843 has been transferred from general funds during the year.

#### **MakeALeg fund**

This fund was created by a designation of £20,000 from general funds during 2018. Its purpose is to support creativity, innovation and one-off projects, that will further the aims and mission of Kettering Mind (The project might involve mental health action, training or education, artistic activity, sport and physical wellbeing, social activity etc.). During the year there was no movement on this fund.

#### **Tenants Social Club**

This fund was created from donations of £1,100 received from former tenants of the charity's housing projects. Its purpose is to fund trips and other social activities for the tenants, including covering support staff costs.

## Notes to the financial statements (continued)

## 23. Analysis of net assets between funds

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Fund balances at 31 March 2025 are represented by:						
Tangible assets	679,258	-	679,258	638,729	-	638,729
Investments	1,828,268	-	1,828,268	1,779,003	-	1,779,003
Current assets / (liabilities)	923,843	61,158	985,001	793,745	1,378	795,123
	<u>3,431,369</u>	<u>61,158</u>	<u>3,492,527</u>	<u>3,211,477</u>	<u>1,378</u>	<u>3,212,855</u>

## 24. Pension commitments

During the year the charity operated defined contribution pension schemes on behalf of employees. The assets of the scheme are held separately from those of the charity in independently administered funds. The pension cost for the year was £27,513 (2024: £24,016).

The charity has no liability beyond making its contributions and paying across the deductions for employees' contributions. At 31 March 2025 contributions totalling £3,414 (2024: £17) were payable to the scheme and are included within creditors.

## 25. Events after the reporting date

Since the year end the charity has appointed contractors to build an additional 5 supported accommodation units in Beatrice Road. The project is expected to cost in the region of £1.1 million.

## Notes to the financial statements (continued)

**26. Related party transactions**

There were no disclosable related party transactions during the year (2024 - none).

**Remuneration of key management personnel**

The remuneration of key management personnel, including employer's national insurance contributions, is as follows:

	2025 £	2024 £
Aggregate compensation	102,231	97,657

The key management personnel of the charity comprise the Board of Trustees, the Chief Executive Officer (CEO) and the Financial Manager / Deputy CEO.

**27. Cash generated from operations**

	2025 £	2024 £
Surplus/(deficit) for the year	279,672	260,884
<b>Adjustments for:</b>		
Investment income recognised in statement of financial activities	(73,048)	(56,847)
Loss/(gain) on disposal of investments	(5,183)	3,323
Fair value gains and losses on investments	(27,247)	(213,274)
Depreciation and impairment of tangible fixed assets	24,166	24,847
<b>Movements in working capital:</b>		
(Increase) in debtors	(15,632)	(11,063)
Increase/(decrease) in creditors	19,789	(21,073)
<b>Cash (absorbed by)/generated from operations</b>	<b>202,517</b>	<b>(13,203)</b>

**28. Analysis of changes in net funds**

The charity had no debt during the year

## Acknowledgements

So many people helped to make the progress outlined in this report possible – from the individuals and organisations listed here to everyone who has donated time and money to Kettering Mind’s core charitable activities. Your support made it possible for us to reach more people in more ways - and we can only do what we do because of you. We can’t thank you enough.

### Thank you to:

Anna Auty  
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Harniss BSS - Miles for Mind  
Holy Trinity Parish Church  
J Glover, Fundraising Event  
J Sainsburys  
Jennifer Hofmann - Kettering Half Marathon  
Kettering Huxlowe Inner Wheel  
Kit Willis

Margaret Giffin Charitable Trust  
Masonic Charitable Foundation  
Mayor of Kettering - Cllr Craig Skinner  
Mental Health Northants Collaboration  
Michael Guest Charitable Foundation  
Millbrook Junior School  
Northants Board Game Convention  
Poppy Rosell - adidas Manchester Marathon  
Provincial Grand Lodge of Northants & Hunts  
Rae Drage  
RC Summer Fayre Takings  
RCI  
Ryan Riddy  
Sandra Roberts Yoga Fundraiser  
Stan Chambers  
Tanya Wilson, Charity Day Fundraiser  
Tesco  
The Michael Guest Charitable Foundation  
Timson Benevolent Trust Donation  
Toller Church Coffee Morning  
Tony Atwell-Jeffery  
Virgin Money Cashback  
Westhill Care Home  
Wincancton Group Cake Sale  
Woodway

And for family and friends raising money in memory of their loved ones:

In memory of:	• Bunty Woods	• Margaret Titcombe
	• Jean Hannah	• Sian Williams

### And thank you to all those who wish to remain anonymous

Kettering Mind is registered with the Fundraising Regulator and we abide by the Code of Fundraising Practice... Fundraising activities comply with all relevant legislation and the Fundraising Regulator’s Fundraising Promise: • We will commit to high standards • We will be clear, honest and open • We will be respectful • We will be fair and reasonable • We will be accountable and responsible

